



Los Angeles County Commission on Human Relations

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APPROVED LACCHR Strategic Priorities and Goals FY 2016-2019 (extended to 2021, 2022)

Below are the proposed strategic priorities for the Commission during the next 5 years that will advance our mission towards our shared vision. (The order of the priorities does not reflect their order of importance.)

They are the result of much staff thought and discussion.

Among the factors considered are:

1. Our current political, social, economic, cultural and organizational environment
2. Our achievements and struggles with the current strategic plan, FY 2013-16
3. The need to be clear on our goals, but allow maximum flexibility on our programs, projects, and methods for reaching them. Conditions and political and funding opportunities will change, as will staff capacity, etc.
4. Our mandate via the county ordinance
5. Balance between full engagement with our vision and what is realistic given our likely resources during the next 3 years.

STRATEGIC PRIORITY 1:

PROMOTE YOUTH HUMAN RELATIONS LEADERSHIP – In order to ‘transform prejudice into acceptance,’ we must continue to focus on preparing more of our young people with the knowledge, skills, abilities, as well as values, to lead now and in the future towards greater justice, equity, compassion, and non-violence in human relations.

GOAL 1:

Between July 1, 2016, and June 30, 2019, increase by at least 25% the number of youth impacted by youth-led human relations change efforts we have facilitated, in comparison to the number impacted between July 1, 2013, and June 30, 2016.

ACHIEVED: We held multiple countywide youth leadership conferences with hundreds of students at USC and other venues (RISE/RISE UP) and held countywide youth leadership retreats for smaller groups as well. The Commission also organized a special youth conference for transgender and non-binary youth was held as well during this time period.

GOAL 2:

Between July 1, 2016, and June 30, 2019, at least 60 diverse youth from different parts of the County will become leaders by having participated in leading human relations change efforts after having completed intensive leadership development experiences we helped to design and deliver.

ACHIEVED: Through our youth conferences, student leaders returned to their campuses to organize and participate in human relations change efforts on their campuses, such as Denim Day (sexual assault awareness), No Haters Here day, Day of Silence (to recognize anti-transgender violence), etc.

STRATEGIC PRIORITY 2:

INCREASE FAIRNESS AND EQUITY IN LA COUNTY’S CRIMINAL JUSTICE SYSTEMS –

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” When the likelihood of being arrested, jailed, shot, executed, or rearrested after being released from incarceration in LA County is tied to one’s race, ethnicity, gender or other protected characteristics, fundamental human rights are at issue. We must strategically work to change these systems to break the cycle of incarceration. We must continue to invest in communities suffering hate violence; get at the root causes and conditions of gang involved hate violence for those communities most affected; and address racial/ethnic profiling and other police practices that undermine good police-community relations and have triggered the largest episodes of racial/ethnic violence in the history of Los Angeles. We must challenge systemic discrimination in our schools and justice systems that have led to the overrepresentation of young people of color in the school-to-prison pipeline. We must address the reentry issue: there are multiple barriers and lack of support for those disproportionate numbers of people of color re-entering communities after engagement with our criminal justice systems.

GOAL 1:

Pursuant to the Commission conducting due diligence in the human relations aspects of L.A. County’s criminal justice system, achieve a major system reform to produce more equitable treatment in L.A. county criminal justice systems for at least three groups, at least one of which is affected by sex-trafficking of minors, at least one of which is affected by policing

inequity (including but not limited to oppression and repression based on race, class and other protected characteristics), and which may be affected by other selected issues of fairness.

ACHIEVED: We helped lead and bring about a major system reform by engaging with community and law enforcement, as well as research institutions, to produce our Commission's report on policing reform and efforts to implement the recommendations. The Family Assistance program is one which we championed as a change, and with COC's leadership, has been implemented. Also, the Commission was the entity which brought the CSEC issue to LAUSD's attention, and helped to create for the first time a LAUSD initiative, and then advance LAUSD's efforts to train teachers to recognize sex-trafficked students and connect them to County programs.

STRATEGIC PRIORITY 3:

STRENGTHEN EFFECTIVE HATE CRIME PREVENTION AND RESPONSE

We must make sure our leadership and communities understand hate crime, and act to effectively prevent and respond to it in smart and socially responsible ways.

“Transforming hostility into peace” requires that we build on and advance beyond current efforts. Instead of relying solely on police suppression to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability, we must demonstrate and replicate effective prevention and response strategies in affected neighborhoods. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Instead of media focusing on coverage of a violent hate crime in ways that fuel intergroup tensions, we can create intergroup solidarity by ensuring a message of unity and peace from affected communities.

GOAL 1:

Strengthen and expand access to Hate Crime prevention, education, documentation, and/or response resources with at least three populations that are targeted for hate crime in L.A. County as indicated in our annual hate crime report.

ACHIEVED: Via LA vs Hate, we have achieved this and more with multiple targeted populations (identities such as via the increased funding for LA vs Hate to reach Black, Latino, Asian and LGBT, Jewish and Muslim via our LA vs Hate Rapid Response Network and other efforts) and geographical populations include West Covina, Antelope Valley, and

linkage with the County's Community Schools Initiative, and more recently the LA vs Hate's Dream Resource Centers)

STRATEGIC PRIORITY 4:

IMPROVE THE ORGANIZATIONAL EFFECTIVENESS OF THE HUMAN RELATIONS COMMISSION

The LACCHR has faced a loss of resources and challenges during the last 4 year period, jeopardizing its ability to represent the interests of groups in need of protection because they lack sufficient political representation and support. In order to fulfill its mission and vision, the Commission needs to develop a greater ability to assert and protect the fundamental human rights of vulnerable populations, especially during times of crisis. It needs to create greater autonomy in its actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission's effectiveness. It can do so by increasing awareness and support of HRC work among key stakeholders, ensuring HRC programs are based on relationship building, practice-based evidence, and evidence-based practices, integrating human rights education and advocacy into our work, increasing human relations proficiencies among staff, and promoting such proficiencies in our department and throughout county government. To have a greater impact with limited staff resources in such a large and populous county, we need to increasingly shift our approach to become more effective in building the capacity of community and institutions, and away from service delivery-oriented projects that are dependent on our individual staff relations and skills and cannot be institutionalized or replicated in other contexts.

GOAL 1:

Create and implement a sustainable and continuous strategic learning process for staff and commissioners in order to advance their human relations expertise. ***(PARTIALLY ACHIEVED; IN PROGRESS with spotlight on and sharing by commissioners and staff, guest speakers, and (pre-pandemic) regular outings at culturally educational neighborhoods and places)***

GOAL 2:

Strengthen and expand network of stakeholders by increasing the scope and frequency of communications with partners and constituents. ***(ACHIEVED: Policing and Human Relations Project expanded our stakeholder network, and communications with partner county and others; same is true with the LA vs Hate network via the Action Committee, its task forces, and Rapid Response Networks, etc.)***

GOAL 3:

Improve the quality of LACCHR's response to requests for assistance from all constituents including: Board of Supervisors, CEO, Commissioners, Department executives, partners, organizations, constituents and other stakeholders by establishing criteria to prioritize requests and developing and implementing systems and procedures to address priority requests. (***ACHIEVED: Constituent Response System was created and implemented***)